

Unemployment Insurance Agency MICHIGAN EMPLOYER ADVISOR

Winter 2016

FROM THE
director



Dear Employer:

This issue of the Michigan Employer Advisor updates you on recent changes designed to make your interaction with the Agency easier and more customer friendly.

You asked—we listened—by making registering for business taxes, your UIA employer account number and sales tax license more convenient with online e-registration. Check out the details on p. 3 (E-Registration Made Easier).

The article “New Form, New Process,” updates you on a new form which is used to notify employers of the failure to timely respond to UIA inquiries and the potential charges to your account as a result. This information was previously included with your monetary determination. Read more about it on Page 2.

And finally—are you taking advantage of the tax credits available for employers who hire from certain disadvantaged groups? If not, find out if the Work Opportunity Tax Credit is right for you. This federal program was recently extended for five years and has added a new target group. See page 4 for more.

I hope this issue provides you with useful information to navigate your way through the unemployment insurance system. Also, be on the lookout for information on our annual Employer Seminars which will begin this Spring. For the past several years, our very popular Employer Seminars have kept our customers up to date on the latest policy changes, tips on dealing with the agency, tax credits, new programs and more. **If you have specific questions or topics you would like to hear at our seminars, please send an email to employeradvisor@michigan.gov.** Please put “2016 Employer Seminar” in the subject line.

Thank you as always for your continued investment in the State of Michigan.

Sharon Moffett-Massey, Director
Unemployment Insurance Agency

THE MICHIGAN EMPLOYER ADVISOR

is an Unemployment
Insurance Agency newsletter
for Michigan Employers about
unemployment insurance.

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Notice of Determination of Employer Charging

New Form, New Process

In January of 2016, the Agency mailed a new determination to employers, the Form UIA 6367, *Notice of Determination of Employer Charging*. The Agency uses this form to notify employers that they have the potential to be charged for any claims for which they do not provide adequate or timely information in the calendar year.

State law provides that if an employer or employer's agent has demonstrated a pattern of failing to timely or adequately respond to Agency requests for information, benefits paid to a claimant will be charged to the employer's account.

State law defines a "pattern" as the "number of failures must be more than 4 and constitute 2% or more of all the requests directed to the employer during the prior calendar year." See MCL 421.20(a). Thus, the pattern is based off prior calendar year data.

Agency implementation of the above provision will arise in two phases.

The first phase includes the Agency process where it gathers, tracks, and analyzes response data every year to determine, on an annual basis, which employers established a pattern of failing to timely or adequately response to agency requests for information. For those employers found to have engaged in such a pattern, the Agency will mail out the new UIA Form 6367 at the beginning of each year. This determination will include the employees' names on which the Agency based its determination. If an employer disagrees with the determination, it may be protested and, where appropriate, appealed. If you choose to protest and/or appeal this determination, it is strongly recommended that, for each claim identified in the UIA Form 6367, you provide specific information that the employer's response to fact finding was both timely and adequate.

If, for example, and following the conclusion of all protests or appeals, it is found that the employer did not engage in such a pattern, then there will be no further action taken on this provision for the rest of the calendar year. If, however, a final decision is issued finding that the employer engaged in such a pattern, then the second phase takes effect.

The second phase occurs only if an employer is found to have engaged in such a pattern. When that occurs, and for each claim arising during that calendar year where the employer fails to respond to a request for information timely or adequately, the employer will be charged for benefits on that specific claim.

UIA 6367 (Rev. 12-15)
Rick Snyder
GOVERNOR

State of Michigan
Talent Investment Agency
Unemployment Insurance Agency
3024 W Grand Blvd, Detroit, MI 48202
www.michigan.gov/ua

Authorized By
MCL 421.1 et seq.
Sharon Moffett-Messery
DIRECTOR

Mail Date: January 21, 2016
Letter ID: L0025678919
Account #:
Employer:

Calendar Year: 2016

Notice of Determination of Employer Charging
Failure to Timely Respond to Unemployment Insurance Agency (UIA) Inquiries

It has been determined that you or your agent have established a pattern of failing to respond with timely or adequate information required and requested under Section 32 of the Michigan Employment Security (MES) Act. In the calendar year 2015, 21 requests for information were made and you or your agent failed to respond to 6 requests. The number of failures is greater than 4 and constitutes 28.6 % of the total number of requests. In accordance with Section 20a, you have established a pattern of failing to provide timely or adequate information to the UIA, therefore, your account will not be credited for any claims filed during this calendar year for which you do not provide timely or adequate information.

You failed to respond with timely or adequate information to the following cases during the prior calendar year:

Case Number	Claimant's Name	Claimant's SSN	Mail Served Date
5575063	JOHN SMITH	000-00-0000	21-Aug-2015
5575062	JANE DOE	000-00-0000	20-Aug-2015
5443596	JOHN SMITH	000-00-0000	07-Aug-2015
5118030	JANE DOE	000-00-0000	18-Jun-2015
4269380	JOHN SMITH	000-00-0000	29-Jan-2015
5653532	JANE DOE	000-00-0000	29-Dec-2015

If protesting this Determination, evidence must be submitted with your protest to show that you timely or adequately responded to the cases listed above.

Right of Protest: This Determination shall become final unless the Agency receives a written request for a Redetermination within 30 days after the mail date of this notification, as shown above. If the 30th day falls on a Saturday, Sunday, or legal holiday, the protest must be received by the end of the next day which is not a Saturday, Sunday, or legal holiday.

Instructions for Filing Protest: If you elect to protest this notice, direct your protest to the address shown below. Please reference the Letter ID shown at the top of this form.

Unemployment Insurance Agency
PO Box 8068
Royal Oak, Michigan 48068-8068

If you have any questions, contact Customer Service at 1-866-500-0017. TTY customers call 1-866-366-0004.

UIA Form 6367

UIA 6367 (Rev. 12-15)
Rick Snyder
GOVERNOR

State of Michigan
Talent Investment Agency
Unemployment Insurance Agency
3024 W Grand Blvd, Detroit, MI 48202
www.michigan.gov/ua

Authorized By
MCL 421.1 et seq.
Sharon Moffett-Messery
DIRECTOR

Mail Date: December 31, 9999
Letter ID: L0027450791
EAN: 0676116 000
Name: REPAIR INDUSTRIES MICH INC

Calendar Year: 2016

Notice of Redetermination of Employer Charging
Failure to Timely Respond to Unemployment Insurance Agency (UIA) Inquiries

You timely protested the (R)edetermination issued on 21-Jan-2016. You requested your account be credited for benefit charges. You provided new or additional evidence establishing that you timely or adequately responded to the Unemployment Insurance Agency's (UIA) requests for information. The new or additional evidence provided warrants a reversal of the previous (R)edetermination. Therefore, the prior (R)edetermination is reversed under MES Act, Section 20(a) and your account will be credited for benefits charged.

Right of Appeal: This redetermination shall become final unless the Agency receives a written appeal for a hearing before an Administrative Law Judge within 30 days after the Mail Date of this notification, as shown above. If the 30th day falls on a Saturday, Sunday, or legal holiday, the appeal must be received by the end of the next day which is not a Saturday, Sunday, or legal holiday.

Instructions for Filing Appeal: If you elect to appeal this notice, please direct your appeal to the address shown below. Please ensure you reference the Letter ID shown at the top of this form.

Unemployment Insurance Agency
PO Box 8068
Royal Oak, Michigan 48068-8068

If you have any questions, contact Customer Service at 1-866-500-0017. TTY customers call 1-866-366-0004.

E-Registration Made Easier



You asked—we listened. The application for registering for a business has now been made easier. A Michigan Business One Stop account is no longer needed to register for an account number for unemployment coverage. Employers may now register for most Michigan Business Taxes, including a UIA Employer Account Number and/or a Sales Tax License using the on-line **e-Registration** application.

This process is easy, secure, convenient and faster than registering by mail. It eliminates the need to mail in a 'Registration for Business Taxes' form.

- You can receive your Sales/Use Tax license within 8–10 business days.
- You can receive your new UIA Employer Account Number within 3 business days.

You can use e-Registration if you are starting a new business and either:

- Sell or lease tangible personal property in Michigan to the final consumer
- Will owe Sales, Use, Withholding, Motor Fuel, Single Business, Tobacco Taxes
- Have employees performing services in Michigan
- Plan to have employees working in Michigan
- Changed the entity type of your existing business (e.g. from sole proprietor to partnership, or are incorporating a sole proprietorship or partnership) or acquired all or any part of the assets, organization, trade or business of an existing business having employees in Michigan (**You cannot continue to use the employer account number of a prior owner; you must register for your own account number.**)
- If you have not previously mailed a paper Registration for Business Taxes (Form 518) to the Department of Treasury

To access e-registration, visit the UIA website at michigan.gov/uia. Click on the the MiWAM logo, then click "**Register a Business.**" You must have your Federal Employer ID Number (FEIN) to register using this site. Do not use your Social Security number as your FEIN number. After completing the on-line application, you will receive a confirmation number of your electronic submission.

You will also find additional information on e-registration, including a glossary of terms on the e-registration page. On-line help is available throughout the registration process in the form of content specific help links and pop-up messages.

For technical questions regarding the on-line registration process contact MiWAMSupport@michigan.gov or call 313-456-2188, Monday through Friday from 8 a.m. to 4:30 p.m.



WOTC Program Gets Five Year Extension

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to private-for-profit employers who hire from specific targeted groups of people that have in the past experienced difficulty in securing employment.

On Dec. 18, 2015, President Obama signed into law the Protecting Americans from Tax Hikes (PATH) Act of 2015. The PATH Act extends the Work Opportunity Tax Credit retroactively for hires from Dec. 31, 2014 and provides a five-year extension to the WOTC program through Dec. 31, 2019.

In addition, the PATH Act extends the WOTC program to include a new target group, a Qualified Long-term Unemployment Recipient, which is defined as any individual who is certified by the designated local agency as being in a period of unemployment which

- is not less than 27 consecutive weeks, and
- includes a period in which the individual was receiving unemployment compensation under State or Federal law.

Qualified Wages for New Qualified Long-term Unemployment Recipient Target Group

The 1996 legislative provisions that apply to most adult non-veteran target groups for “qualified wages” and amount of the tax credit employers can

■ **WOTC has been renewed retroactively to Jan. 1, 2015.**

■ **WOTC has been extended for five years through Dec. 31, 2019.**

■ **A new target group has been added: “Long Term Unemployment Recipient”**

claim for new hires certified under those target groups also apply to the new target group employees hired after Dec. 31, 2015. Qualified wages for certified new hires under the new Qualified Long-term Unemployment Recipient target group are also capped at \$6,000 dollars during the first year of employment, for a maximum tax credit of up to \$2,400 depending on the number of hours the new hire works.

For more information about WOTC, call the WOTC unit at 1-800-482-2959 or visit the UIA website at michigan.gov/uia.

For step by step instructions about

applying through your MiWAM account, view or download the MiWAM Toolkit for WOTC.

Tax Credit Amounts and The Minimum Employment or Retention Period for New Qualified Long-term Unemployment Recipient Target Group.

■ For WOTC certified new hires working at least 120 hours, employers can claim 25% of the first year wages paid up to \$6,000 for a maximum income tax credit of up to \$1,500, or

■ For WOTC certified new hires working 400 hours or more, employers can claim 40% of the first year wages up to \$6,000 for a maximum income tax credit of up to \$2,400.

■ The PATH Act retroactive extension applies to individuals who begin work for an employer (and are certified under any of the existing current target groups) after Dec. 31, 2014 and

■ The PATH Act provisions that cover the new target group apply to individuals who begin to work for an employer after Dec. 31, 2015, i.e., on or after January 1, 2016.

■ The legislative authority for the Empowerment Zones (EZs) expired on Dec. 31, 2014. The PATH Act reauthorized the EZs for a 2-year period through Dec. 31, 2016.

MAT² Technician Training Program

Looking for New Employers

The Michigan Advanced Technician Training (MAT²) program is an innovative training initiative that combines classroom instruction with paid work experience in a three-year program. The program is an apprenticeship model that allows your company to “grow its own” employees and ensure a future pipeline of qualified talent. A partnership between the Talent Investment Agency, State of Michigan, industry leaders and colleges, MAT² directly involves employer in creating highly skilled capable and readily employable graduates. The application deadline for employers to participate in the program is March 30.



“Michigan companies need their next generation of highly skilled technicians in order to remain competitive,” said Stephanie Comai, director of the Michigan Talent Investment Agency. “MAT² is an industry-defined education program that provides employers with technicians who have the skills and competencies to operate state-of-the-art technology. We’re pleased to have 46 employers who are sponsoring over 130 students, but we’re also looking for new employers for 2016.”

One of the key benefits of MAT² is the state of Michigan’s Applicant Pool system. With access to the Applicant Pool, employers have access to resumes of candidates who are interested in working in highly skilled technical careers — and who meet the academic requirements to be successful in a challenging training program.

Participating colleges and programs include:

Mechatronics — Baker College of Cadillac, Henry Ford College and Oakland Community College

Computer Numerical Control (CNC) — Delta College, Henry Ford College and Kalamazoo Valley Community College

Information Technology (IT) — Oakland Community College

Technical Product Design (TPD) — Mott Community College

In addition to cost-savings in applicant recruitment and customized training, MAT² employer advantages include:

- Training students on in-house equipment;
- A pipeline of well-trained talent as an outcome;
- Standardized competencies and practices;
- Finding skilled talent to replace an aging workforce.

Through the MAT² initiative, students earn an associate degree from a participating college, while they earn wages and obtain work experience with a participating company. Tuition is paid for by the employer, and in exchange, the student commits to remaining on the job for at least two years after successful completion of the program.

Employers interested in joining the fall 2016 programs should apply by March 30 to have access to a pool of qualified candidates to interview. Employer commitments are based on companies finding the best candidate for their company.

MAT² Employer Information Sessions Scheduled

Employer information sessions will be held and March at the following participating colleges:

Wednesday, March 2, Oakland Community College, 2900 Featherstone Road, Auburn Hills. Advanced Technology Center, Building T, Room T-1 — 10 a.m. to 11 a.m.

Thursday, March 10, Henry Ford College, 5101 Evergreen Road, Dearborn. Technology Building, Room E-123, 10 a.m. to 11 a.m. and 1 p.m. to 2 p.m.

To RSVP for an informational session or for more details, send an email to wda-mat2@michigan.gov.

For more information about how Michigan companies can become MAT² employers, go to <http://www.mitalent.org/mat2-employer-information/>





Take Our Customer Survey

The Unemployment Insurance Agency works to deliver high quality, innovative unemployment services to our customers. Please help us in our efforts to better serve you by completing our UIA Customer Survey online. Complete the survey at:

michigan.gov/uia



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Save money and keep your skilled workforce intact.

LEARN MORE

michigan.gov/uia
1-844-WORKSHR
(967-5747)



**A Smart
Alternative
to Layoffs**



THE MICHIGAN EMPLOYER ADVISOR

is an Unemployment Insurance Agency periodical for Michigan Employers about unemployment insurance. Submissions should be related to UIA programs and services.



Rick Snyder, Governor,
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**Stay connected with Michigan Talent
Investment Agency:**  

TIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

State of Michigan; Department of Talent and Economic Development; Talent Investment Agency; Unemployment Insurance Agency
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Please direct questions, suggestions and comments to: employeradvisor@michigan.gov